

EXHIBIT 'A'

20041167

CITY KENDALLVILLE COUNTY NOBLE STATE INDIANA

We the undersigned Committee, appointed pursuant to IC 5-16-7, Act of 1995, do fix and

determine the common wage scales to apply **CONSTRUCTION OF NEW PUBLIC LIBRARY FACILITY PROJECT**

The rates listed below are for: **BUILDING** (CLASSIFICATIONS ATTACHED)

CLASSIFICATION	* CLASS	HOURLY RATE	OTHER HOURLY COMPENSATION	TOTAL HOURLY RATE
Asbestos Workers	Skilled	\$24.39	\$9.86	\$34.25
Asbestos Abatement	Skilled	\$24.39	\$9.86	\$34.25
Boilermakers	Skilled	\$29.70	\$12.79	\$42.49
Bricklayers	Skilled	\$25.26	\$9.56	\$34.82
Carpenters	Skilled	\$22.18	\$7.94	\$30.12
Floor Coverers	Skilled	\$22.18	\$7.94	\$30.12
Cement Masons	Skilled	\$21.00	\$7.32	\$28.32
Drywall Finishers	Skilled	\$20.39	\$7.15	\$27.54
Drywall Installers	Skilled	\$22.18	\$7.94	\$30.12
Electricians	Skilled	\$26.10	\$10.07	\$36.17
Elevator Constructors	Skilled	\$30.46	\$12.83	\$43.29
Glaziers	Skilled	\$20.43	\$6.19	\$26.62
Insulators	Skilled	\$24.39	\$9.86	\$34.25
Iron Workers	Skilled	\$22.55	\$12.34	\$34.89
Laborers	Skilled	\$19.35	\$5.80	\$25.15
Laborers	Semi-skilled	\$18.85	\$5.80	\$24.65
Laborers	Unskilled	\$18.35	\$5.80	\$24.15
Millwrights/Piledrivers	Skilled	\$21.72	\$11.03	\$32.75

CLASSIFICATION	CLASS	HOURLY RATE	OTHER HOURLY COMPENSATION	TOTAL HOURLY RATE
Operating Engineers				
Group I or "A"	Skilled	\$24.83	\$9.44	\$34.27
Group II or "B"	Skilled	\$23.88	\$9.44	\$33.32
Group III or "C"	Skilled	\$20.88	\$9.44	\$30.32
Group IV or "D"	Skilled	\$17.38	\$9.44	\$26.82
Painters/Brush/Roll	Skilled	\$20.39	\$7.15	\$27.54
Painters/Spray/Sandblast	Skilled	\$21.39	\$7.15	\$28.54
Pipefitters & Steamfitters	Skilled	\$26.10	\$10.55	\$36.65
Plasterer	Skilled	\$22.43	\$7.75	\$30.18
Plumber	Skilled	\$26.10	\$10.55	\$36.65
Roofers	Skilled	\$24.00	\$7.73	\$31.73
Sheet Metal Workers	Skilled	\$25.08	\$12.27	\$37.35
HVAC Mechanics	Skilled	\$25.08	\$12.27	\$37.35
Metal Roof Installers	Skilled	\$25.08	\$12.27	\$37.35
Sound & Communication Journeyman Installer/Tech	Skilled	\$21.80	\$8.10	\$29.90
Sprinkler Fitters	Skilled	\$27.59	\$10.45	\$38.04
Teamsters Under 3 Tons	Skilled	\$20.91	\$358.00 Per Week	
Teamsters Over 3 Tons	Skilled	\$21.61	\$358.00 Per Week	
Terrazzo Grinder Finisher	Skilled	\$19.08	\$6.28	\$25.36
Terrazzo Mechanic	Skilled	\$23.40	\$7.03	\$30.43
Tile Finisher	Skilled	\$16.91	\$6.28	\$23.19
Tile & Marble Mechanic	Skilled	\$21.52	\$7.03	\$28.55

ALL APPRENTICES - As approved by U.S. Department of Labor Bureau of Apprenticeship & Training.


The wage rates under column Total Hourly Wages Rates as set forth by the Committee are the minimum wage rates to be paid and shall not prevent the employer from paying a higher wage rate. (However, the Hourly rate column plus the Other Hourly Compensation column must equal the Total Hourly Wage Rate column).

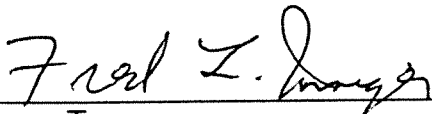
The wage rates are established on the date signed, however, if the project is not awarded within 180 days, a new updated wage rate shall be required.


Stipulation as to the employment of apprentices: Apprentices will be permitted to work at less than the predetermined rate for the classification for work they perform when they are employed pursuant to and individually registered in a bona fide apprenticeship program registered with the U.S. Department of Labor, Bureau of Apprenticeship and Training. Their wage rate will be their individual warranted percentage of the herein listed skilled classification prevailing wage rate. Apprentices shall be permitted to work only as the ratio to journeymen as the apprenticeship program standards state.

~~The absence of a wage determination for the classes of Semi-skilled and Unskilled workers in a particular classification as the result of the Committee's determination is that the prevailing practice in the immediate locality is not to use Semi-skilled or Unskilled workers in that classification on construction sites.~~


Representing the Governor of Indiana


Representing the Indiana State AFL-CIO


Owner - Taxpayer


Taxpayer - County


Representing the Awarding Agency and Industry

Dated this 5th day of August, 2004

* Wage rates for Semi-Skilled and unskilled workers for all of the several classifications set forth above shall be at seventy-five percent (75%) and sixty percent (60%) of the rates established above for skilled workers respectively.